

Faculty Assembly Meeting
Minutes for October 27, 2015
3:30-5:00 pm
Blow Hall Board Room

Members Present: Eric Chason, Tricia Vahle, Chris Petrovits, Mark Forsyth, Chris Gareis, Chris Abelt, Simon Stow, Christie Porter, Rex Kincaid, Liz Barnes, Terry Meyers, Courtney Harris, Steve Holliday, Gul Ozyegin, Cathy Forestall, Vassiliki Panoussi

Members Absent: Ron Hess, Suzanne Raitt, Sophia Serghi, Patty Roberts, Denise Johnson

Others in Attendance: Michael Halleran

The meeting was called to order at 3:32 by Mr. Chason.

1. Approval of Minutes

The minutes of the September 29, 2015 meeting were approved.

2. Welcome New Members

Simon Stow was welcomed as new Area 2 representative. Sophia Serghi welcomed as new Area 1 representative.

3. Provost's Report and Q&A

Provost Halleran's reported on the following:

- Merit-based salary increase, based on job description and annual goals. Faculty salary pool of 4.5% with % of faculty that received percentage raise in FY16. Law and Business did not use full 4.5%. W&M's available peer group data is good relative to the university level, but not the university does not have good comparisons by schools in either public or private universities nor can W&M determine comparison to departments in private universities based on currently available data. Staff merit raises were lower but a similar shape to the distribution. Comparison at university level is to SCHEV's identified 25 universities. W&M is still lagging behind the 60th percentile target, but the gap has closed more than 20 percentage points since FY12 according to SCHEV calculation methodology. The gap in terms of dollars has been reduced from \$16K to \$11K.
- In response to questions, the Provost stated:
 - BOV members have a goal of reaching 75th percentile for faculty
 - He will post his slide presentation on his website and on the Faculty Assembly website for faculty to access and review
 - The major gift announced for the Business and Law Schools is "donor driven" (that is, reflective of the by the donor's passions)

- Successful launch of campaign this past weekend
- “Shout out” to Suzanne Raitt and Chuck for excellent presentations to homecoming attendees
- 8th Tack Lecture is this week

4. **Presentation by Executive Committee on Proposed Amendments to the Faculty Handbook**

- Eric Chason presented on procedures for proposed changes to the Faculty Handbook. To pass, a 2/3 vote of FA membership (i.e., 14) is required to pass proposal. FA representatives are encouraged to attend or designate a substitute for the next meeting and vote on the proposed changes. Four-week wait is required prior to vote. Possible actions could be to reject, amend with explanation to PPC, or accept and forward to BOV.
- Proposal is largely concerned with revisions to procedures for the Faculty Discrimination, Harassment, and Retaliation Grievance/Complaint Procedure. (See four pdf documents previously distributed by e-mail to Faculty Assembly representatives and Eric Chason’s presentation slides from today’s meeting for details.)
- Rex Kincaid reiterated a concern about the procedure sitting outside of the Handbook and therefore no longer subject to faculty approval through the Faculty Handbook. However, the case for doing this is to have one discrimination policy and not two (that is, the policy on the same topic addressed in two different official documents). Vassiliki Panoussi raised concern about the need for checks and balances in the procedure because the implications for accused faculty could potentially be so damaging to career and livelihood. Gul Ozyegin raised the point that the threat of being sued is always present. Provost Halleran reiterated the need to comply with Office of Civil Rights (OCR) requirements and that internal policies (e.g., definitions) be consistent with OCR. Also, he reiterated that the need to keep the policy separate from the handbook is due in large part because the national policy is still evolving and therefore other changes are likely in the future. Tricia Vahle asked about the conduct of hearing and representation by counsel. Seemingly, counsel might advise either party but not necessarily be directly involved in the deliberation. Eric Chason raised a question about whether a verbatim transcript of a hearing would be taken, as noted in policy.
- A point of clarification was made that FA could propose an amendment and explanation to send back to PPC.
- FA will vote on the proposed revisions—and make any amendments—at the November 17 meeting. The Liaison Committee will work on possible proposed revisions and language. Tricia Vahle suggested that counsel should be able to speak during a hearing. Vassiliki Panoussi posed the question of whether issues related to the definition of misconduct, the interplay of academic freedom, and the standard of proof are governed by OCR or whether there are degrees of freedom for our deciding about these as a faculty.

5. Standing Committees

- a. Academic Affairs: Steve Holliday

Will meet tomorrow to review integration of NTE into faculty.

- b. COPAR: Tricia Vahle

Met October 2 about COPAR's role in the budget process. The committee has posed questions to the Provost, and the committee will meet with him November 6.

- c. Executive Committee: Eric Chason

Executive Committee discussed the faculty proposed changes to the handbook. Also, the committee is working on populating the review committees for the senior leadership of the university (e.g., Deans).

- d. Faculty Affairs: Chris Abelt

The faculty survey is in final editing stages with the intent to launch in November.

- e. Liaison Committee: Liz Barnes

The committee will meet Thursday and that the partnership with St. Andrews University to talk about the great outcomes and the challenges of the program.

6. Old Business

None

7. New Business

None

The President adjourned the meeting at 5:02.

Respectfully submitted by Chris Gareis